



Does your appraisal meet your needs?

When assessing whether an appraisal scheme is 'fit for purpose' we tend to look at whether:

- it supports the Strategic and Business Plans
- it supports the HR strategies (*for example improving performance; changing ways of working or; seeking to change the culture of an organisation*)
- managers (appraisers) find it relatively easy to use
- managers feel that the scheme is a useful tool which helps them to manage
- staff find it easy to understand
- staff feel that it is a useful tool to help them to better understand
 - The requirements of their role
 - The organisation's needs
- staff feel more engaged with the organisation after an appraisal
- staff believe it is a useful tool to help them communicate with their manager
- staff believe it is a useful framework for identifying and meeting their own development needs and longer term career goals

The HR Services Partnership can help review your current appraisal process including drafting new schemes and training your managers – call us for more information

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